



**DEPARTMENT OF THE ARMY**  
HEADQUARTERS, US ARMY ARMOR CENTER AND FORT KNOX  
50 3RD AVENUE, SUITE 116  
FORT KNOX, KENTUCKY 40121-5230

REPLY TO  
ATTENTION OF:

Expires 9 February 2008

IMSE-KNX-EEO (690-12a)

9 February 2006

MEMORANDUM FOR

Commanders, All Units Reporting Directly to This Headquarters  
Directors and Chiefs, Staff Offices/Departments, This Headquarters


SUBJECT: Fort Knox Policy Memo No. 13-06 – Equal Employment Opportunity

1. Reference: AR 690-12, Equal Employment Opportunity and Affirmative Action, 4 March 1988.
2. Employment practices at this installation will demonstrate full adherence to Federal policy guaranteeing equal employment opportunity to all persons without regard to race, color, religion, sex, national origin, age, physical or mental disability, or participation in sanctioned Equal Employment Opportunity (EEO) activities. The EEO program requires our full commitment, both personally and professionally. Commanders and leaders will establish and maintain a workplace climate that fosters fairness, dignity, and respect; while ensuring elimination of discriminatory attitudes, behaviors, and practices that interfere with our ability to accomplish our mission. Each of you will ensure that equal opportunity is considered in all your decisions affecting civilian employees.
3. The EEO Special Emphasis Program is designed to broaden our understanding of the multi-ethnic culture in which we live and to encourage managers and supervisors to acquire, train, promote, and retain a workforce that reflects our nation's diversity. Supervisors and managers will aggressively and actively support the goals and objectives of this program and allow employees time to attend the meetings and activities presented by the committee.
4. Employees will be free from restraint, interference, coercion, harassment, discrimination, and reprisal when filing a complaint under the EEO process. Complaints will be processed promptly and impartially with due regard for the rights of all personnel involved, including the confidentiality of personnel engaged in the complaint process. Every effort will be made to resolve complaints at the earliest possible stage.
5. Our Soldiers and civilian employees are professionals. With all they contribute to the Fort Knox team, each member deserves nothing less than equal opportunity and fair treatment.

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6. A copy of this correspondence will be posted on bulletin boards until superseded.



ROBERT M. WILLIAMS  
Major General, USA  
Commanding

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